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POLICY CONCERNING

Additional Pay for Various Types of Hazardous Duty

1. There will be established a CIA Hazardous Duty Board which will be responsible to the DCI through the DD/P. The Board will be composed of at least three senior officers, three of which will be designated respectively by DD/P, AD (Personnel) and the Comptroller. A representative of General Counsel's Office will sit with the board as legal advisor without vote.

a. The board will establish and continuously review administrative procedures and controls which will assure proper qualification and certification of persons eligible to receive extra pay under the various categories of hazardous duty.

b. The board will continuously review all aspects of hazardous-duty pay making recommendations thereon to appropriate authorities including recommendations to the DCI concerning areas which he will designate as hostile.

2. Certain hazardous-duty categories provided for by law have been eliminated from those listed below on the premise that position classification and determination of pay scales have already taken into consideration the hazards involved. In such a category is a civilian airplane pilot whose pay scale is based on his acceptance of ordinary flight hazards.

3. The categories of hazardous duty under which staff employees and staff agents shall be eligible to receive additional pay are listed below:

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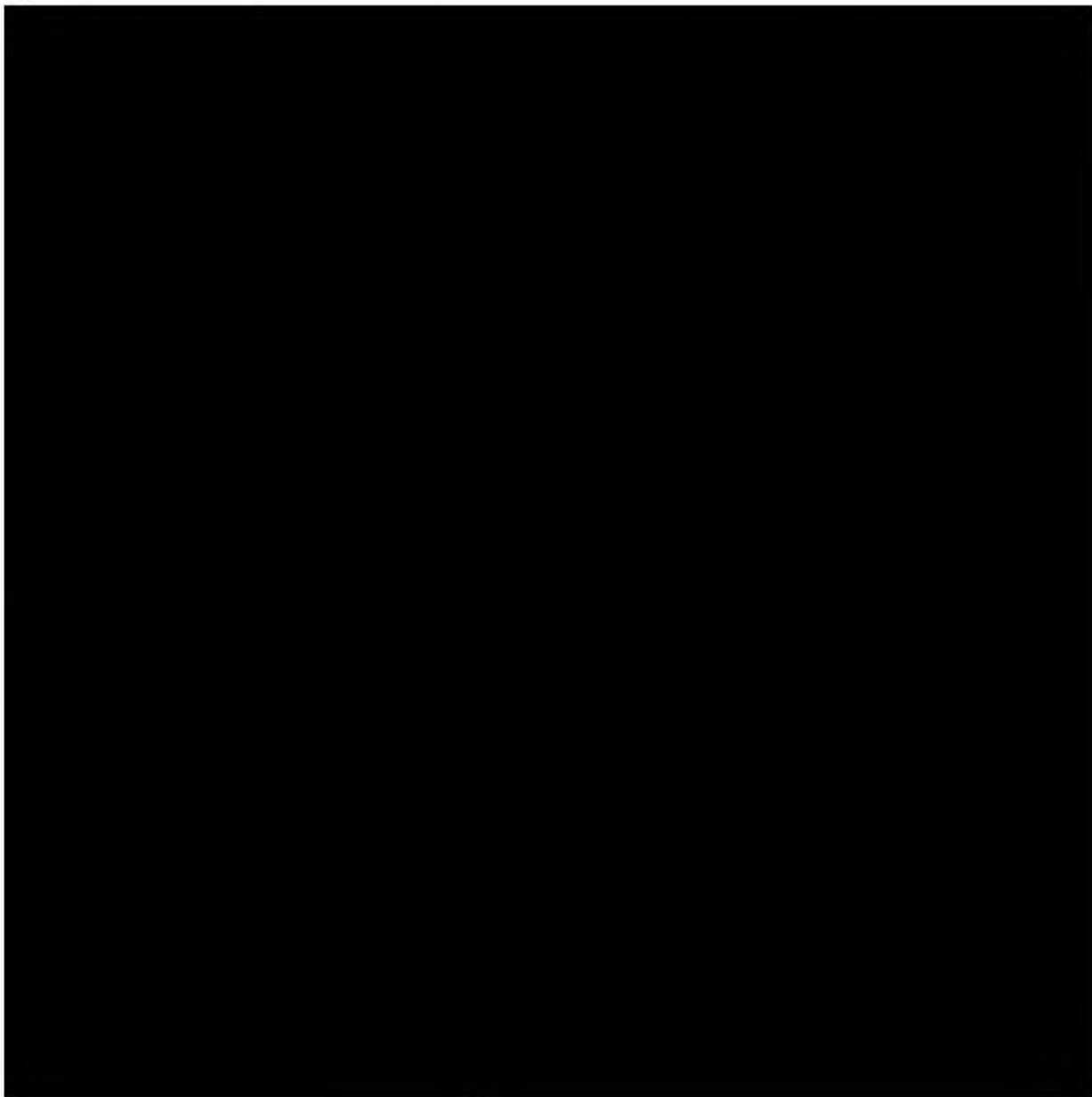
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to the limitation that the compensation for trainees who complete such training will be for three 28-day pay periods.

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4. Individuals shall receive extra pay on the basis of any combination of the above categories, except that in no case shall the total extra pay for hazardous duty during a 28-day pay period exceed 50 per cent of base pay.

5. Personnel on active service with the Armed Forces who are assigned or detailed to CIA will be eligible for hazardous duty pay in accordance with paragraphs 3 and 4 above provided, however, that:

a. In categories c and d of paragraph 3, additional pay shall be computed in accordance with the laws and regulations pertaining to the parent service of the individual, and,

b. No payments will be made where the individual is receiving incentive pay for hazardous duty from the individual's parent service.

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Increase of 50% of base salary to a maximum of \$200 per four week pay period while engaged in hazardous duty.

Authorized for other Agencies

Incentive pay for members of the Armed Services for air flights, submarine duty, parachute jumping, etc.

Recommendation: Increase of pay for CIA employees who actually perform similar duty to that of Armed Services personnel who receive extra pay. We can do this without legislation.

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(2) Proposed for CIAAuthorized for other Agencies

Act passed in 1942 and repealed after World War II. Repeal rescinded by later Act of Congress. May again be repealed at any time.

Recommendation: Continue CFR provision in force. Apply provisions also to vouchered personnel as long as Act permits. Obtain CIA legislation of permanent affect.

(3) Proposed for CIAAuthorized for other Agencies

Death gratuity of six months base pay during service abroad.

Authorized for active members of the Armed Services when death is in line of duty.

Recommendation: Obtain CIA legislation applicable to individuals designated by appropriate means as eligible for such benefits.

(4) Proposed for CIAAuthorized for other Agencies

Additional 50% service credit toward retirement for each year of duty under hazardous circumstances.

Provided for certain investigative personnel, particularly FBI, by Civil Service Retirement Act.

Recommendation: Civil Service Commission feels that CIA employees can be included under existing Act. This means should be utilized when appropriate. No special legislation recommended at this time.

(5) Proposed for CIAAuthorized for other Agencies

Application of US Employees Compensation Act to dependents of employees engaged in hazardous duty.

No similar provision.

Recommendation: No action at this time.

NOTE: Procedures should be established for defining individuals who qualify under definition.

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